

K-11-0638
9-14-11.

MEMORANDUM OF AGREEMENT
BETWEEN THE COUNTY OF ESSEX, THE ESSEX COUNTY SHERIFF,
AND THE ESSEX COUNTY SUPERIOR OFFICER'S ASSOCIATION
(SHERIFF)
FOP LODGE NO. 138

The County of Essex and the Essex County Sheriff, (the "County") and the Essex County Superior Officer's Association (Sheriff), FOP Lodge No. 138 (the "Association"), having engaged in collective negotiations, hereby mutually agree as follows with respect to modification of the terms of the Memorandum of Agreement which expired on December 31, 2007.

1. The terms of the prior Collective Bargaining Agreement and Memorandums of Agreement between the parties shall remain in full force and effect except as herein modified.

2. Term of Agreement

The term of the new Agreement shall be for a period of three (3) years, effective January 1, 2008 through December 31, 2010.

3. Wages

Wage shall be increased as follows:

Effective January 1, 2008	2.85%
Effective September 1, 2009	2.75%
Effective July 1, 2010	2.50%

4. Overtime

Effective September 1, 2010, required appearances in court, during off-duty hours not contiguous to an employee's work time, shall be compensated at a minimum of two hours of overtime compensation.

5. Parking

The final contract shall include a reference to the existing practice of free parking, without any change or expansion in the existing benefit.

6. This Memorandum of Agreement, together with the prior Collective Bargaining Agreement and Memorandums of Agreement, represents the complete and final agreement between the parties, and is contingent upon ratification and approval of the association membership, the Sheriff, the Essex County Executive and the Essex County Board of Chosen Freeholders.

All proposals, whether written or oral, presented by the parties during the course of the negotiations are deemed withdrawn and not a part of this Agreement. This Agreement cannot be modified except by a writing signed by the parties.

IN WITNESS WHEREOF, the parties have by their authorized representatives,
set their hands and seals this 8 day of Sept, 2011.

ESSEX COUNTY SUPERIOR OFFICER'S
ASSOCIATION (SHERIFF)
FOP LODGE 138

By: [Signature]
Vito D' Alessio, President

By: [Signature]
Armando B. Fontoura, Sheriff

By: [Signature] 9/13/11
Joseph N. DiVincenzo, Jr.
Essex County Executive

ATTEST:

By: [Signature]
Deborah Davis Ford, Clerk to
Board of Chosen Freeholders

Approved as to Form

By: [Signature]
James R. Paganelli, Esq.
Essex County Counsel